



Approved
#16
JUN 1977
9 May 77

Mr. F. Arnold McDermott, Chairperson
IPMA Awards Committee
International Personnel Management
Association
1313 East 60th Street
Chicago, Illinois 60637

Dear Mr. McDermott:

This is in response to Mr. Robert Garnier's recent letters to Admiral Turner and me inviting this Agency to submit a nomination for the 1976 Warner W. Stockberger Achievement Award.

While we appreciate the opportunity to honor an individual through this worthwhile program, we have decided not to submit a nomination this year. Please be assured of our continuing interest in the program and our desire to recommend a deserving candidate in the future.

Sincerely,

F. W. M. Janney
Director of Personnel

Distribution:

Orig - Addressee

1 - ER

1 - DDA

1 - D/Pers

2 - C/BSA (1 w/held)

RECEIVED AGENCY FILE [Signature]

STAT

OP/BSA [] (2 Jun 77)



International
Personnel
Management
Association

Executive Re

77-4266

1313 East Sixtieth Street
Chicago, Illinois 60637
(312) 947-2570

May 9, 1977

The Honorable Stansfield Turner
Director
The Central Intelligence Agency
Washington, D.C. 20505

My dear Admiral Turner:

The International Personnel Management Association will present the annual Warner W. Stockberger Achievement Award in October at IPMA's International Conference. The Award is given to a person in public or private life who has made an outstanding contribution toward the improvement of public personnel management at any level of government. The Award honors the late Dr. Warner W. Stockberger, a pioneer leader in Federal personnel administration and the first president of the Society for Personnel Administration.

The Awards Committee is now soliciting nominations for the 1976 Stockberger Achievement Award. With your close association with public affairs, government, and personnel administration, you are in a position to be aware of those individuals who are making substantial contributions to sound personnel management. The Stockberger Award Committee, therefore, invites you to nominate an outstanding individual who meets the criteria for this Award.

The enclosed nomination form sets forth the criteria and nomination procedure. The deadline for receipt of nominations is June 15, 1977. Thank you.

Sincerely,

Robert C. Garnier

Robert C. Garnier
President

Enclosure

1977 EXECUTIVE COUNCIL

President

ROBERT C. GARNIER,
Milwaukee City Service Commission,
Milwaukee, Wisconsin

President-Elect

WILLIAM F. DANIELSON,
Sacramento Personnel Department,
Sacramento, California

Past-President

MURIEL M. MORSE,
Los Angeles Personnel Department,

Council Members

ALAN V. CHRISTENSON,
Arlington County Department of Personnel,
Arlington, Virginia

GARY C. FOSS,
Los Altos, California

WILLIAM R. GREEN,
National Personnel Administration,
Ottawa, Ontario

WILLIAM G. HUGHES,
Oregon State Personnel Division,

ROBERT D. KRAUSE,
Hartford Department of Personnel,
Hartford, Connecticut

T. G. MORRY,
Anti-Discrimination Branch,
Public Service Commission of Canada,
Ottawa, Ontario

RONALD E. KUNZ,
Operating Personnel Division,
Port Authority of New York & New Jersey
Personnel Department,

CHARLIE B. SHAPARD,
City of Greensboro,
Greensboro, North Carolina

CLINTON SMITH,
Interagency Advisory Group,
U.S. Civil Service Commission,
Washington, D.C.

EDWARD L. GUNDEL,
Minnesota Merit System,
St. Paul, Minnesota

ATTACHMENT



Approved For Release 2004/01/21 : CIA-RDP80M00165A000400120001-7

International
Personnel
Management
Association

1313 East Sixtieth Street
Chicago, Illinois 60637
(312) 947-2570

May 9, 1977

PERS 77-1503

Mr. F. W. M. Janney
Director of Personnel
Central Intelligence Agency
Washington, D.C. 20505

Dear Mr. Janney:

The International Personnel Management Association will present the annual Warner W. Stockberger Achievement Award in October at IPMA's International Conference. The Award is given to a person in public or private life who has made an outstanding contribution toward the improvement of public personnel management at any level of government. The Award honors the late Dr. Warner W. Stockberger, a pioneer leader in Federal personnel administration and the first president of the Society for Personnel Administration.

The Awards Committee is now soliciting nominations for the 1976 Stockberger Achievement Award. With your close association with public affairs, government, and personnel administration, you are in a position to be aware of those individuals who are making substantial contributions to sound personnel management. The Stockberger Award Committee, therefore, invites you to nominate an outstanding individual who meets the criteria for this Award.

The enclosed nomination form sets forth the criteria and nomination procedure. The deadline for receipt of nominations is June 15, 1977. Thank you.

Sincerely,

Robert C. Garnier

Robert C. Garnier
President

Enclosure

1977 EXECUTIVE COUNCIL

President

ROBERT C. GARNIER,
Milwaukee City Service Commission,
Milwaukee, Wisconsin

President-Elect

WILLIAM F. DANIELSON,
Sacramento Personnel Department,
Sacramento, California

Past-President

MURIEL M. MORSE,
Los Angeles Personnel Department,
Los Angeles, California

Council Members

ALAN V. CHRISTENSON,
Arlington County Department of Personnel,
Arlington, Virginia

GARY C. FOSS,
Los Altos, California

WILLIAM R. GREEN,
National Defense Headquarters,
Ottawa, Ontario

WILLIAM G. HUGHES,
Oregon State Personnel Division,
Salem, Oregon

ROBERT D. KRAUSE,
Hartford Department of Personnel,
Hartford, Connecticut

T. G. MORRY,
Anti-Discrimination Branch,
Public Service Commission of Canada,
Ottawa, Ontario

RICHARD L. ROWE,
Operating Personnel Division,
Port Authority of New York & New Jersey
Personnel Department,
New York, New York

CHARLIE B. SHAPARD,
City of Greensboro,
Greensboro, North Carolina

CLINTON SMITH,
Interagency Advisory Group,
U.S. Civil Service Commission,
Washington, D.C.

BARBARA L. SUNDQUIST,
Minnesota Merit System,
St. Paul, Minnesota

Approved For Release 2004/01/21 : CIA-RDP80M00165A000400120001-7

ipma news

INTERNATIONAL PERSONNEL MANAGEMENT ASSOCIATION

MAY • 1977

AWARDS COMMITTEE SEEKS NOMINEES, SUGGESTIONS

Stockberger Award

Nominations for the annual Warner W. Stockberger Achievement Award are being sought by the IPMA Awards Committee, which will screen nominations before submitting a candidate or candidates to the Stockberger Award Selection Committee.

Enclosed with this issue of *IPMA News* is a nomination form, which must be completed for each nominee and submitted, by June 15, to:

F. Arnold McDermott, Chairperson
Awards Committee; c/o IPMA
1313 East 60th Street/Chicago, IL 60637

The purpose of the award is to recognize and honor a person in public or private life who has made an outstanding contribution toward

Stockberger Award Winners

1974: F. Arnold McDermott	1975: Winston W. Crouch	
1973: Franklin K. DeWald	1965: Arthur J. Goldberg	1956: James P. Mitchell
1972: Elmer B. Staats	1964: Warren B. Irons	1955: Harold W. Dodds
1971: Robert E. Hampton	1963: Dale Yoder	1954: Leonard D. White
1970: Charles F. Mullaly	1962: Rensis Likert	1953: T. Roy Reid
1969: Kenneth O. Warner	1961: O. Glenn Stahl	1952: Robert Ramspeck
1968: Carl Barnes	1960: Roger W. Jones	1951: Gordon R. Clapp
1967: Morris K. Udall	1959: Albert H. Aronson	1950: Frederick M. Davenport
1966: Robert H. Willey	1958: Marion B. Folsom	1949: Ismar Baruch
	1957: John W. Macy, Jr.	1948: Arthur S. Fleming

the improvement of public personnel management at any level of government.

The Stockberger Award, first presented in 1948, was established by the Society for Personnel Administration to honor the memory of its first president, **Dr. Warner W. Stockberger**. Dr. Stockberger, a

pioneer and leader in federal personnel administration, was the first director of personnel for the U.S. Department of Agriculture.

Complete criteria for the nominee are included in the nomination form, and a list of previous recipients is shown in the box on this page. ■

Honorary Life Memberships

Suggestions for nominees to be considered for IPMA Honorary Life Memberships are now being accepted by the 1977 Awards Committee. The deadline for suggestions is June 15, 1977.

According to the Association By-laws, "Persons who have rendered distinguished service in advancing or upholding the purposes of this organization may be elected to Honorary Life Membership without fee by the Executive Council."

Suggestions must be accompanied by a written supporting statement that presents the suggested nominee's qualifications in terms of the following criteria established by the Executive Council:

1. Activities of the nominee that have exerted a positive influence on the development of public personnel administration or expansion of merit system principles;

2. Years of service in the public personnel field;
3. Years of IPMA membership, including membership in PPA/SPA;
4. Publications in the field;
5. Contributions to IPMA through service in an official position at the national, regional, or chapter level;
6. Service as a chairperson or member of an IPMA committee or task

force;

7. Participation in IPMA International Conference activities as chairperson, speaker, or panelist.

To aid in distribution to committee members, submit suggestions for nominees to:

F. Arnold McDermott, Chairperson
Awards Committee; c/o IPMA
1313 East 60th St./Chicago, IL 60637

IPMA Honorary Life Members

Achille R. Albouze	Joseph W. Hawthorne	Emery E. Olson
Clifford N. Amsden	W. Donald Heisel	John M. Pfiffner
Albert H. Aronson	C. J. Hess	Enrique Pinero
Carl B. Barnes	Henry F. Hubbard	Foster B. Roser
Ismar Baruch	George T. Jackson	R. Elliott Searce
G. Lyle Belsley	John W. Jackson	Theodore L. Sharp
Charles H. Bland	H. Eliot Kaplan	William W. Shaw
Herbert W. Cornell	Angus Laird	Oliver C. Short
Charles H. Cushman	Esther C. Lawton	O. Glenn Stahl
Arnold de Mille	Samuel C. May	John R. Stuart
Franklin K. DeWald	F. Arnold McDermott	Donald J. Sublette
Charles E. Dunbar	Henry J. McFarland	Edwin L. Swain
John F. Fisher	Charles P. Messick	Fred Telford
Jack H. Foster	Charles A. Meyer	Kenneth O. Warner
J. Stanley Fraser	James M. Mitchell	Carl K. Wettengel
Nesta M. Gallas	Maude Myers	Leonard D. White
Harold C. Graham	Nicholas J. Oganovic	S. J. Whitney

region/chapter news •

Canadian

• The 1977 Canadian Region Conference, which is being held May 22-27, Edmonton Plaza Hotel, Edmonton, Alberta, features a program built around the theme, "The Responsible Public Servant."

Tom Gould, director of news services, CTV Network, Toronto, will deliver the keynote address. Other sessions will examine responsibility in labor relations, responsibility in bilingualism and biculturalism, the psychology of responsibility, and military-style responsibility.

There are also 20 breakfast discussion topics and concurrent sessions on EEO, the Anti Inflation Board, ombudsmanship, participation and involvement, and job analysis.

Neil A. Murray, senior classification and compensation officer, Employee Relations Division, Alberta Personnel Administration, is chairman of this year's conference.

• A two and one-half day workshop on the "Basics of Personnel Administration" was conducted by the region, May 4-6, 1977, in Halifax. The workshop, on the "nuts and bolts" of personnel administration, was designed for personnel clerks, personnel technicians, junior personnel assistants, and newly appointed personnel officers. It covered such topics as: recruitment, job specification and job evaluation, performance appraisal, labor relations, pay and benefits administration, and personnel procedures.

Central

Program arrangements for the 1977 Central Region Dakota Conference in Bismarck, North Dakota, May 22-25, have been set.

The conference title, "The New Basics," is reflective of the assimilation of elements of personnel administration which were thought to be new and foreign some short years ago and today have become very basic to the public personnel administrators working life.

Keynote speaker for the Conference is **John W. Boyer, Jr.**, professor of industrial relations, University of Minnesota at Duluth, who will speak on the Conference title, "The New Basics."

Gerald Andrews, commissioner of administration, State of South Dakota, will head a panel on the "Freedom of Information vs. Right to Privacy" issue. Included on the panel are **Allen Olson**, attorney general, State of North Dakota; **Gene Carr**, North Dakota Newspaper Association; and **Joe Stec**, deputy regional director of the U.S. Civil Service Commission.

Other speakers on the program include **R. Elliott Scarce**, director of personnel, St. Louis, who will look "Backwards and Forward" at the business of public personnel administration; and **Alice Kirby**, assistant director, Illinois State Affirmative Action Office, will head a panel on "Selection and Affirmative Action/Report From IPMA Assessment Council."

Sam Baker, personnel administrator, City of Pontiac, Michigan, will head a panel discussion on the "Future of Labor Relations in the Public Service"; **Jane Cole**, deputy director of personnel, City of Chicago, will speak to a general session on "Proactive Personnel Reorganization" reflecting the experience in the City of Chicago; **Bill Stipek**, classification and pay administrator, City of Kansas City, will head a panel on "Grievance Procedure Technology"; and **Jack Anderson**, director, IPP Division, Civil Service Commission, will head a panel on "Measuring Productivity in Government."

Robert C. Garnier, president of IPMA, will address a general session on the topic of "Today's Public Servant Image, or, Could You Really Encourage Your Son or Daughter to Pursue Public Service as a Career." A panel on the "IPMA Reorganization Proposal" will be headed by **Laurence Harkness**, director of administration, University of Missouri Medical School at Kansas City. **Thomas A. Tyler**, director, IPMA

ager, Detroit Regional Office, Michigan Department of Civil Service; and **Robert Roeder**, Indiana State Personnel director, will head a panel discussion on "Implementing and Maintaining Employee and Supervisory Training Programs." **Douglas McInerney**, associate director, Bureau of Inter-governmental Personnel Programs, Civil Service Commission, will address a general session on "Merit Standards Review," currently being conducted by IPP. **Chuck Reott**, director of personnel, City of Madison, Wisconsin, will head a panel on "Classification Techniques;" and **William Boys**, Director of Personnel, State of Illinois, will head a panel on "Work Schedules—Flex Time, Four Day Work Week, Job Sharing." **Barbara Sundquist**, director, Minnesota Merit System, will head a panel on "Modern Approaches to Fringe Benefits and Compensation."

Genesee Region

On Friday, March 4, 1977, a meeting was held in Rochester, N.Y., for the purpose of establishing and forming a chapter for the Rochester area. Members of the planning committee were: **Reva Brozost**, director of personnel, Town of Greece; **Susan M. B...**, senior personnel technician, Monroe County Civil Service Commission; **Richard B. Osterman**, manager of personnel service, Monroe County Civil Service Commission; **Annette C. Wiesner**, personnel technician, Monroe County Civil Service Commission; **Arnold C. Oster**, director of manpower management, Rochester Psychiatric Center; **Ronald Linzy**, affirmative action officer, City of Rochester; **Donald Nach...**, director of personnel, Monroe Community College; and **Gregory Litz...**, associate director of employee relations, Greece Central School District.

Also present were: **Joseph N...**, president of Maryland, president of Eastern Region, IPMA; **Arnold d...**, of New York City, past president of the Region and chapter liaison



1313 East Sixtieth Street
Chicago, Illinois 60637
(312) 947-2570

Dear IPMA Member:

The International Personnel Management Association is seeking nominations for:

THE WARNER W. STOCKBERGER ACHIEVEMENT AWARD FOR 1976

The Stockberger Achievement Award was established to honor the memory of Dr. Warner W. Stockberger, a pioneer and leader in Federal personnel administration. Dr. Stockberger was the first director of personnel for the U.S. Department of Agriculture and served as the first president of the Society for Personnel Administration. The Stockberger Award is presented annually.

The purpose of the Award is to recognize and honor a person in public or private life who has made an outstanding contribution toward the improvement of public personnel management at any level of government.

Nominations must be made on this form and sent with four (4) copies to F. Arnold McDermott, Chairperson, IPMA Awards Committee, International Personnel Management Association, 1313 East 60th Street, Chicago, IL 60637. (See detailed instructions on the reverse of this page.)

All nominations must be received by June 15, 1977.

The Award will be presented on October 4, 1977 at IPMA's International Conference.

I nominate the following candidate for the 1976 Warner W. Stockberger Achievement Award:

NAME: _____

TITLE: _____

EMPLOYED BY: _____

BUSINESS ADDRESS: _____

INSTRUCTIONS:

Nominations will be considered as final entry and should be submitted on this form in sufficient detail. Nominations may be accompanied by supporting material; however, these documents will be used only for those applications that are referred by the Awards Committee to the Stockberger Award Selection Committee. Entries without this form, properly completed, will not be considered. Facsimiles of this form may be used. No material will be returned.

1. Name of Person Nominated:

2. Criteria for Evaluating the Nominee:

Anyone believed to meet the criteria may be nominated. In selecting the recipient, the Awards Committee will consider cumulative achievement as well as a concrete contribution of a one-time or short-term nature. Describe in the space provided below the nominee's outstanding contributions to public personnel management in terms of any of the following:

- Encouraging acceptance of personnel administration principles as an aid to better management.
- Skillful application of personnel administration principles to any group of employees.
- Leadership in favor of sound personnel principles by developing, sponsoring, or promoting progressive legislation strengthening personnel management in public service.
- Leadership in developing creative responses to new and unusual challenges in personnel management.
- Distinguished teaching, authorship, or research.

- 3 -

3. Documentation (list here supporting materials, if any. If possible, include a biography of the nominee):
 - a.
 - b.
 - c.
 - d.
4. Person Nominating This Entry (name, title, agency, address, city, state):
5. Signature of Person Submitting This Entry: _____

- 4 -

ADDITIONAL INFORMATION

(This page is for use only if it is impossible to summarize the nominee adequately in Section 2.)

JUN 8 3 50 PM '77
ER

UNCLASSIFIED	CONFIDENTIAL	SECRET
--------------	--------------	--------

EXECUTIVE SECRETARIAT

Routing Slip

TO: *D/Pers*

		ACTION	INFO	DATE	INITIAL
1	DCI				
2	DDCI				
3	D/DCI/IC				
4	DDS&T				
5	DDI				
6	DDA	✓			
7	DDO				
8	D/DCI/NI				
9	GC				
10	LC				
11	IG				
12	Compt				
13	D/Pers		✓		
14	D/S				
15	DTR				
16	Asst/DCI				
17	AO/DCI				
18	C/IPS				
19	DCI/SS				
20	D/EE0				
21					
22					

SUSPENSE 10.01.77
Date

Remarks:

Develop DCI response via DDCI.

D/ Executive Secretary
10 May
 Date

STAT

3637 (7-76)